



City of Alexandria, VA
Physician Pay Scale (PHYS) - FY 2026

Hourly Rate (2080 Hours per Year)

	Band	Certification Level	Minimum	Midpoint	Maximum	70%	82%
Clinical Psychiatrist	01	Board Eligible	\$55.6728	\$77.6271	\$99.5813	\$69.7069	\$81.6566
	02	Board Certified	\$59.6337	\$82.0200	\$104.4070	\$73.0849	\$85.6137
	03	Specialty Certified	\$62.6251	\$85.4700	\$108.3182	\$75.8227	\$88.8209
Senior Clinical Psychiatrist	04	Board Eligible	\$58.4565	\$81.5100	\$104.5601	\$73.1921	\$85.7393
	05	Board Certified	\$62.6156	\$86.1215	\$109.6274	\$76.7392	\$89.8945
	06	Specialty Certified	\$65.7564	\$89.7454	\$113.7343	\$79.6140	\$93.2621

Stipends of \$5,000 will be paid for each ABPN specialty certification in child psychiatry, forensic psychiatry, geriatric psychiatry, clinical psychopharmacology and geriatric medicine.

Calculating Merit Increases for Physician Scale:		
Merit Increase Rate is Based Off of Position in Band:		
If current salary is less than 70% of maximum salary for pay band,	then	Employee Receives 5% increase
If current salary is between 70% and 82% of maximum salary for pay band,	then	Employee Receives 3.5% increase
If current salary is over 82% of maximum salary for pay band,	then	Employee Receives 2.3% increase

Effective 06/21/2025